

## Message Text

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TO USMISSION GENEVA PRIORITY

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C O N F I D E N T I A L STATE 016248

E.O. 11652: ADS, DECLAS. JANUARY 24, 1977

TAGS: OCON, GATT

SUBJECT: GATT STAFF COMPLAINTS ON SALARIES AND ALLOWANCES

REF.: GENEVA 0232

1. IN CALL ON DIRECTOR OF OIC ON JANUARY 16 REGARDING GATT BUDGET AND PERSONNEL MATTERS, GATT DIRECTOR GENERAL LONG DESCRIBED STAFF COMPLAINTS CONCERNING SALARIES AND ALLOWANCES IN SOME DETAIL. WITHOUT ACQUIESCENCE TO THESE CLAIMS OR ANY ADDITIONAL COMMITMENT, DEPARTMENT PROMISED TO STUDY THE DIRECTOR GENERAL'S INFORMAL PROPOSALS.

2. LONG MENTIONED RECENT TOKEN STRIKE OF GATT PERSONNEL, AND IMPLIED THE POSSIBILITY OF EMBARRASSING PARALYSIS IN TRADE NEGOTIATIONS COMMITTEE OR OTHER IMPORTANT GATT FORUM IF SECRETARIAT SHOULD GO ON MORE SERIOUS STRIKE. IN COURSE OF HIS REMARKS, HE SAID QUOTE BECAUSE OF MULTILATERAL TRADE NEGOTIATIONS, THIS IS A PARTICULARLY IMPORTANT PERIOD  
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WHEN THE STAFF SHOULD NOT HAVE LEGITIMATE COMPLAINTS WITH-

OUT SOMETHING BEING DONE ABOUT IT. UNQUOTE.

3. DEPARTMENT CONFIRMS THAT STAFF PROPOSALS IN PARA 2, REFTEL, ARE INCONSISTENT WITH UN COMMON SYSTEM. IN THIS CONNECTION IT MAY BE NOTED THAT RULES GOVERNING REDISTRIBUTION

OF SURPLUSES ARE NOT PART OF COMMON SYSTEM; BUT IT IS TRUE THAT RESULT INTENDED BY STAFF WOULD BE HIGHER REMUNERATION FOR GATT PERSONNEL THAN FOR THEIR COUNTERPARTS IN OTHER ORGANIZATIONS, WHICH WOULD BE DEPARTURE FROM COMMON SYSTEM.

4. RE MISSION'S REQUEST FOR DEPARTMENT'S VIEWS ON SITUATION OF PENSIONERS AND IN CONNECTION WITH STUDY OF DIRECTOR GENERAL'S PROPOSALS NOW IN PROGRESS HERE, WE WOULD APPRECIATE RECEIVING FROM THE MISSION FULL DETAILS CONCERNING CASE OF LOCAL EMPLOYEE CITED PARA 4, REFTEL. AS A GENERAL OBSERVATION, STAFF COMPLAINTS AS REPORTED REFTEL OVERLOOK ADJUSTMENTS IN PENSIONS AUTHORIZED BY UNGA IN RESOLUTIONS 2944 (XXVII) AND 3100 (XXVIII).

5. WHILE WE OF COURSE HAVE NO OBJECTION TO THEIR DOING SO, WE HAVE IMPRESSION THAT IN MAKING THEIR PITCH CONCERNING PENSIONS TO THE GATT BUDGET COMMITTEE, THE SECRETARIAT IS SPEAKING IN THE WRONG FORUM. UNGA RESOLUTION 3354 (XXIX), DECEMBER 18, 1974, CALLS ON PENSION BOARD TO REVIEW EXISTING SYSTEM OF PENSION ADJUSTMENT IN THE COMMON SYSTEM BEGINNING EARLY IN 1975. THUS THE PENSION COMMITTEE AND THE JOINT STAFF PENSION BOARD WOULD APPEAR TO BE APPROPRIATE PLACE FOR GATT STAFF TO MAKE THEIR PROPOSALS CONCERNING PENSIONS.

6. IN MISSION'S DISCRETION, SUBSTANCE OF PRECEDING PARA 5 SHOULD BE STATED BY U.S. REP IN CONTACT GROUP AND AT APPROPRIATE TIME IN BUDGET COMMITTEE. POINT ABOUT APPROPRIATE VENUE BEING PENSION COMMITTEE AND BOARD SHOULD OF COURSE NOT BE MADE IN SPIRIT OF DEBATING AN ISSUE, BUT SIMPLY IN TERMS OF REASONABLENESS AND PRACTICALITY. CONTEXT SHOULD BE THAT USG SEEKS EQUITABLE SOLUTIONS FOR ALL PERSONNEL, POSTS AND ORGANIZATIONS, IN CONFORMITY WITH UN COMMON SYSTEM AND WITHIN LIMITATIONS OF ACTUARIAL SOUND-  
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NESS OF PENSION FUND. FOR THE REST, MOSTLY BECAUSE WE SHARE MISSION'S CONCERN ABOUT EFFECT ON MTN, MISSION SHOULD KEEP VERY LOW REPEAT VERY LOW PROFILE IN CONTACT GROUP AND BUDGET COMMITTEE REGARDING STAFF COMPLAINTS CONCERNING SALARIES, ALLOWANCES AND PENSIONS.

7. PLEASE KEEP DEPARTMENT INFORMED WELL IN ADVANCE OF DATES OF CONTACT GROUP AND BUDGET COMMITTEE MEETINGS AND

AGENDA, AND PROMPTLY REPORT PROCEEDINGS THEREIN.  
DEPARTMENT APPRECIATES THE WAY MISSION HAS BEEN HANDLING  
THIS DELICATE MATTER. KISSINGER

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